1. Record Nr. UNINA9910154944403321

Autore	Buchanan David A.
Titolo	Organizational behaviour / / David A. Buchanan
Pubbl/distr/stampa	Harlow, England ; ; New York, New York : , : Pearson, , [2016] Â©2016
Edizione	[Ninth edition.]
Descrizione fisica	1 online resource (850 pages) : illustrations (some color)
Collana	Always Learning
Disciplina	302.35
Soggetti	Organizational behavior
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references at the end of each chapters and index.
Nota di contenuto	Cover -- Title Page -- Copyright Page -- Outline Contents -- Full Contents -- Acknowledgements -- Student briefing -- What are the aims of this text? -- Who are our readers? -- What approach do we adopt? -- What aids to learning are included? -- Instructor briefing -- What is our perspective? -- Why include cartoons? -- Why recommend movies and television programmes? -- Invitation to see: why analyse photographs? -- Part 1 The organizational context -- Invitation to see (1) and What would you do? -- Chapter 1 Explaining organizational behaviour -- Key terms and learning outcomes -- What is organizational behaviour? -- If we destroy this planet -- A field map of the organizational behaviour terrain -- The problem with social science -- Explaining organizational behaviour -- Research and practice: evidence-based management -- Human resource management: OB in action -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 2 Environment -- Key terms and learning outcomes -- Why study an organization's environment? -- The search for 'fit' -- Analysing the organization's environment -- PESTLE and scenario planning -- Ethical behaviour -- Business ethics and corporate social responsibility -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 3 Technology -- Key terms and learning outcomes -- Why study technology? -- Determinism or choice -- The second machine age --

Automating knowledge work -- New ways of working -- The social matrix -- Four challenges -- Cybercrime -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 4 Culture -- Key terms and learning outcomes -- Why study organizational culture? -- Rise of organizational culture.
Culture: surface manifestations, values and basic assumptions -- Organizational socialization -- Perspectives on culture contrasted -- Culture strength and organizational performance -- Types of organizational culture -- National cultures -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Part 2 Individuals in the organization -- Invitation to see (2) and What would you advise? -- Chapter 5 Learning -- Key terms and learning outcomes -- Why study learning? -- The learning process -- The behaviourist approach to learning -- The cognitive approach to learning -- Behaviourism in practice -- Cognitive perspectives in practice -- Behaviour modification versus socialization -- The learning organization -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 6 Personality -- Key terms and learning outcomes -- Why study personality? -- Defining personality -- Types and traits -- Personality Types A and B -- Stress management: individual and organizational -- The Big Five -- The development of the self -- Nomothetic versus idiographic -- Selection methods -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 7 Communication -- Key terms and learning outcomes -- Why study communication? -- Interpersonal communication -- Verbal communication -- Non-verbal communication -- Cultural differences in communication style -- Impression management -- Emotional intelligence -- Organizational communication -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 8 Perception -- Key terms and learning outcomes -- Why study perception? -- Selectivity and organization.
Perceptual sets and perceptual worlds -- Do we see to know or know to see? -- Perceptual sets and assumptions -- Sex, appearance, attractiveness and discrimination -- Perceptual errors and how to avoid them -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 9 Motivation -- Key terms and learning outcomes -- Why study motivation? -- Extreme jobs, boreout and the gig economy -- Drives, motives and motivation -- Content theories -- Process theories -- The social process of motivating others -- Engagement and high performance -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Part 3 Groups and teams in the organization -- Invitation to see (3) and What would you advise? -- Chapter 10 Group formation -- Key terms and learning outcomes -- Why study groups? -- Groups in organizations -- Definitions of groups -- Types of group tasks -- The Hawthorne studies -- Group-oriented view of organizations -- Formal and informal groups -- Group formation -- Group development -- Groups and teams -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 11 Group structure -- Key terms and learning outcomes -- Why study group structure? -- Group structure and process -- Power structure -- Status structure -- Liking structure -- Communication structure -- Role structure -- Leadership structure -- Virtual teams -- Networked

individualism -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 12 Individuals in groups -- Key terms and learning outcomes -- Why study individuals in groups? -- The individual and the group -- Group influences on individuals' perceptions.
Group influences on individuals' performance -- Group influences on individuals' behaviour -- Deindividuation -- Individual influences on group attitudes and behaviour -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 13 Teamworking -- Key terms and learning outcomes -- Why study teamworking? -- The T-word and teamwork design -- Types of teams -- Advice teams -- Action teams -- Project teams -- Production teams -- Teamwork activities -- Ecological framework for analysing work team effectiveness -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Part 4 Management and organization -- Invitation to see (4) and What are you going to do? -- Chapter 14 Work design -- Key terms and learning outcomes -- Why study work design? -- Birth of scientific management -- Taylorism -- Development of Taylorism -- Fordism -- After Ford: the deskilling debate -- Back to the future? -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 15 Elements of structure -- Key terms and learning outcomes -- Why study elements of structure? -- Organization structuring -- Types of jobs -- Line, staff and functional relationships -- Sexuality and the informal organization -- Roles in organizations -- Formalization -- Centralization versus decentralization -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 16 Organization design -- Key terms and learning outcomes -- Why study organization design? -- Max Weber and bureaucracy -- Henri Fayol and managerial activities -- Henry Mintzberg and managerial roles -- Contingency approach -- Contingency and technological determinism.
Contingency and environmental determinism -- Strategic choice -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 17 Organizational architecture -- Key terms and learning outcomes -- Why study organizational architecture? -- Era of self-contained organization structures -- Era of horizontal organization structures -- Era of boundaryless organizations -- Outsourcing -- Collaboration -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Part 5 Leadership processes -- Invitation to see (5) and What would you advise? -- Chapter 18 Leadership -- Key terms and learning outcomes -- Why study leadership? -- Leadership versus management -- Trait-spotting -- Do women have the wrong traits? -- Style-counselling -- Context-fitting -- New leadership -- Distributed leadership -- Who needs leaders? -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 19 Change -- Key terms and learning outcomes -- Why study change? -- Making change happen -- Change and the individual -- Readiness and resistance -- Participation and dictatorship -- Organization development -- Why change, when you can innovate? -- To be an innovator and lead change -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 20 Decision making -- Key terms and learning outcomes -- Why study decision making? -- Models of decision making -- Decision conditions: risk and programmability -- Group decision

	making -- Problems with group decision making -- Organizational decision making -- Recap, Revision, Research assignment -- Springboard, OB cinema, OB on the web -- Chapter exercises -- References -- Chapter 21 Conflict. Key terms and learning outcomes.
Sommario/riassunto	Organizational Behaviour is the most established and yet most engaging book of its kind available today. Whatever your background, Buc and Huc will enable you to view organisations and their actions in a whole new way.